

Comments for Slide 13

I have participated in several local protests since the murder of George Floyd in Minneapolis, and have had both positive and negative interactions with police. I have appreciated a few officers who were friendly and stopped to chat with peaceful protestors. However some have refused to interact or engage, and put off more of an "intimidation" vibe (multiple officer drive-bys, too many officers present, no eye contact or interaction, etc.) than one of protecting our right to peacefully protest. Particularly when protests are related to law enforcement reform, positive and supportive interactions de-escalate tensions as we have seen various examples of all over the country. I do not support the few protestors who recently chose to put their hands on officers and support their arrests, however, the use of pepper spray and riot gear on that crowd was over the top and excessive.

is not involved at all with older children. They are not friendly which turns them away. is also very unprofessional in their practices and dealing with adults in the community. Had they have reached out to other parties instead of acting unprofessional they could get a lot more done and out of people. They burn bridges with their cocky attitudes. is actually a great example of someone NOT to act like. Not to mention the Director herself is VERY unprofessional when it comes to the people that work for her. She is too involved in the law enforcement side which makes it hard for her to relate or understand the "civilian" side. Training needs to focus on how to help the community by relating to them and how to treat others with respect. The badge does NOT make you better than the next person and the two I mentioned are great examples of what not to be.

Officers in and a warning from. I'm a 62yr old Black woman, driving a 2016 4 cylinder vehicle and I've been stopped for speeding, running an imaginary stop sign in and a officer stopped me about a month ago and lied and said I didn't stop. I disagreed and knowing he was LYING let me go without a ticket. They TARGET elderly Blacks trying to scare us. When I didn't show fear during the stop, Officer backed down. These cops are SO RACIST it's time for ROBOCOPS!

My last experience with a police officer left something to be desired in terms of overall professionalism. I feel that it is highly inappropriate to have officers in the field who do not understand the proper protocol and etiquette for engaging with citizens. I know that police officers are probably jaded by their experiences throughout their careers but I would like to point out that doctors and teachers are not afforded the same luxury of killing their patients or demeaning their students with foul language. We are held to a level of decorum that is expected in order to maintain professionalism and there is no reason whatsoever that police officers in possession of firearms should not be held to the same expectations. I acknowledge that there are officers out there working diligently to do the right thing but unfortunately their good work is overshadowed by a few bad apples causing the entire Orchard to rot. The last time I supervised a school assembly where the school resource officer was present we seemed to have more Elementary children than ever scared of police officers. Kids used to just admire police officers but now they see them as agents of pain and chaos. I fear that these children will grow into adults in our community with a deeply rooted lack of trust in law enforcement. Public perception will not change until police officer conduct and behavior changes.

I have been racially profiled because of my skin color. I've also witnessed officers treat people very different because of the color of their skin, accent, and/or economic situation. I've also seen police who use racist language on social media, and when called out, deny they are racist... if you use racist language, you cannot treat ALL people the same.

When 500 mostly white people marched in the street without a permit this year, police closed the side streets and facilitated their 1st Amendment rights. When 70 mostly Black Missourians attempted the same, the police blocked them and threatened arrest. They fired pepper bullets when Black Missourians *obeyed* the order to clear the street. This survey is bogus. The next question conflates "no knowledge" with "no interest". The question about gender is disrespectful and offensive. Should be: Female Male Transgender Gender non conforming Prefer not to answer

After 17 arrests on July 24 in a groups of people were waiting for folks to be released. I was the only white woman in the parking lot so the officer talked to me. I live here I am white. I never want to hear if THEY didn't want to be arrested tonight THEY shouldn't have come here. Some of them LIVE here. For god sake stop it.

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In December I was taking my fiancé to work and a driver from _____ was speeding down _____, almost rear ended us and attempted to run us off the road along with several others my fiancé kept attempting to call the authorities to deal with this wreckless driver all we got was a busy signal we got into _____'s jurisdiction when the wreckless driver tapped my vehicle twice and turned himself into the guard rail after having an argument with my fiancé which was the passenger in my vehicle after the collision I made a turn to return to the scene of the accident safely I got out of my vehicle to ask if the wreckless driver if he was ok and if he needed an ambulance he was severely irate and would not calm down I went to get pictures of his vehicle for our insurance company and he called for others to attack me while my fiancé was trying to get a dispatcher on the phone it took officers an hour to arrive on scene and before they did every witness disbursed the officers took my statement but did not write it down took my fiancé's statement no statement written down took the wreckless drivers statement wrote them down as his partner ran our drivers licenses the officer that was getting the wreckless drivers statement shouted to his partner their lying insinuating we were the aggressor concluded their investigation several times according to a misrepresenting lawyer and the case was scheduled to be delt with in munipicle court but at the last minute after several months went by decided to further their investigation waste more resources more time and give me a third charge which is scheduled to be dismissed and the driver shouldn't have even been driving with his drug charges and after that accident two weeks later alongside _____ near _____ we were rear ended after I picked my fiancé up after work and the officer did not enforce a warrant on the other driver he had for a probation violation and the other driver had no license no insurance and didn't even own the car he rear ended us with and the owner played games and more recently a domestic disbute happened in the apartment complex I live in I called the authorities and they told me that an officer was dispatched no one came

We have one _____ County officer that will pull you over for anything and everything he can. He loves to pull us over any time my African American husband is driving. He will pull you over if you're doing less than the speed limit, no matter the weather. _____ has witnessed me being illegally searched by a male officer and did nothing. I'm a young female, that is scared to drive through _____ County because of him. I have family in that county and it's not fair that even when following all traffic laws, safety precautions, and everything else. That my husband and I always get pulled over.

A _____ officer had his feelings hurt because of his morbid obesity. He pulled his gun and arrested me. His hurt feelings cost me 1,500\$. A _____ officer refused to arrest a woman after a robbery, she came back and robbed again. He had sent out an E Mail to search for her. ' _____ complex.

My mentally ill neighbor called 911 (I confirmed she called 911 and not the non-emergency number) because the men mowing my lawn got grass clippings on her driveway. The cop told me word for word "get your non-English speaking Mexican to stop blowing grass clippings on the neighbor's driveway". The cop needs to be trained to arrest my neighbor for misuse of 911. The cop cannot be trained to not be a bigot so that's a lost cause.

A town cop took a picture of a person's license plate and Snapchat it to others, making a joke about pulling them over. The guy honestly didn't understand the impact of social media and how law officials should act. They also have minimal deescalation skills, and need diversity education.

They do not seem to have any strategy to reduce violent crime. Promoting from within hasn't helped it appears. We need outside proven professionals for our violence issue.

Just treated us awful, they were like a couple of angry bullies

Read Article 14. Teach it in academies, or else you will continue to lose touch with the citizens who pay you.

We need more officers. Funding needs to be increased in this area.

They do not decide who is at fault when there is a fender bender on private property. People make bad decisions on private property too!

With the current pandemic, I have heard many chiefs of police and public health officials make public comments about not being able to enforce mask ordinances or laws due to lack of resources. I believe these officials just don't have the willingness to even consider it. Their officers have not been able to stop all shop lifters or speeders, but I don't hear them wimping out about not having the resources to enforce these laws. Perhaps we are at the intersection of selective enforcement vs. political affiliation and ignorance of science?

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Training in the statutes as to what they can and cannot do, they think they can do whatever they want or whatever other cops do. But if the others or training doesn't teach them right the same bad behaviors are passed along. I once told a deputy "there Mo statutes that govern what you can do"... he replied ", we don't go by statutes, we go by case law." This was the lead deputy and lead investigator who had worked 10+ years in the Sheriff's dept. So what does that tell you? The Sheriff & deputies only retaliate against you for reporting or threatening to report bad complaints about them and spread untrue rumors about you.

In out small town I personally jabe observed an of giver clearly intoxicated and driving a vehicle on a public roadway. When police arrived to intervene they gave called his Wolfe and gave him a ride home. Which may or may not be appropriate, but it would be guaranteed this same courtesy would nor be extended to an unknown civilian. It was a clear double standard. As noted before, I understand officers are trained to take control of a scene of arrival, however often times, officers show up acting hostile and aggressive which in turn causes the citizens onsite to become defensive and hostile, which justifies the officers behavior or causes escalation when it may have not otherwise been necessary.

Not all, but way too many cops are on a power-trip .. loaded up with Alpha male testosterone .. and seem to have to dominate in whatever the situation they are in, regardless of right or wrong.

Police are treated like hero soldiers when it comes to pensions and salaries and given new cars and fresh riot gear as a prize for being racists, and we no longer need them in our society

I'm a black man, older tax paying citizen with a nice car, properly titled, insurance all that but when driving through poorer north county towns on : to my home in : I'm still occasionally getting stopped with the same old tired 'report of car or person fitting your description' BS. Granted once they come up and start talking they realize they got nothing and leave me alone but still its a nuisance being stopped in the first place for these BS fishing expeditions. None of this is worth my time to raise official complaints that will no doubt result in nothing.

A Black homeless man was accosted by three police cars with six officers inside. They showed up, handcuffed him although he wasn't doing anything illegal, mocked him (several witnesses saw it), and intimidated him by having three officers surround him for no apparent reason. The man was also clearly mentally disabled. I witnessed it all and when the police left, I gave the man a hug and he began to sob. It was disgusting the way the police treated this human being. It makes me livid and ashamed of the department.

Police in my community make it a point to harass teenagers to get information on adult drug users. They have atopped several teenagers and questioned them about adults that they do not interact with.

A county deputy texted me and threatened me, and told me to come to his house and fight him. I was romantically involved with his daughter before this, and she and I had a falling out and issues typical of this. The county deputy took it upon himself to disparage and insult me. I called his Sheriff, and called , and nothing came of it. I will provide the name of the deputy upon request.

They require Training that Their badge number must be visible at all times and they must identify themselves. They require Training on what a Public Place/Location and that they can not tell some one that they must leave with out due cause. They require Training to know that they are not allowed to take items(Like Knives that Officers love to steal which is armed theft because they have a gun) or money from citizens unless they arrest them for a crime. They require Training on Knife laws and how to measure blade length. They require Training on not issuing illegal orders like the fact that they can not tell someone to provide goods or services for free. They require Training on not Threatening people when they are abiding by the LAW. They require Training on that Ordinances is a big long word for LAWS. They require Training on the fact that once an officer violates the rights of a person they create a problem for other officers because that person will be Highly distrustful of officers for the rest of their lives. ABOVE IS A LIST OF TRAINING AREAS THAT SHOULD HAVE ALREADY BEEN COVERED IN TRAINING AND OFFICERS VIOLATING THEM SHOWS A COMPLETE AND TOTAL DISREGARD FOR THE LAW AND IF OFFICERS WILL NOT FOLLOW THE LAW WHY SHOULD ANY OTHER CITIZEN AND WHY SHOULD A CITIZEN SUBMIT TO A CRIMINAL.

test

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In the past year there have been numerous chases that has resulted in county property damage, numerous complaints and lawsuits in regards to excessive use of force, and actions by others that have gone unreported and unresolved. The law seems to turn a blind eye to a few select groups and reports of thievery has been taken, but no follow up, no officer coming out to investigate etc.

The deputies that have responded to a former neighbor of mine did not take her calls as serious as they should have.

Officers need more training and support to deal with individuals acting out based on untreated mental health issues.

I worked in law enforcement for forty years. I have seen county Sheriffs in particular who have let down the people of their counties. These officers are politically motivated to not allow the appearance of crime in their county. These would include ' Counties. ' has a sheriff who has ignored and covered up crime for years. These two county officers show the lack of training sheriffs are given and the lack of anywhere to make a complaint about their conduct. They are untouchable in the current system. This conduct has gone on in these two counties for years and involves previous sheriffs.

I explained the matter in the prior comment box. The female Officers in the are all biased. They should be removed from the force. They were argumentative and demeaning and illogical and treated me horribly when called to my home to intervene in a matter of longstanding harassment. They are a disgrace to Policing and Police. Their counterparts on the other hand, the male Officers I interacted with, were all very understanding, helpful, offered guidance and support and empathy. Remove the women Officers in : and give the citizens the protection and help they deserve and are paying for.

It's not racial at all. If calls for service are in areas where people are robbing, beating and shooting each other the police presence will be there by virtue of the calls! Doesn't matter who lives there!!! White, black doesn't matter! It's also about the community talking to the police to get the violent offenders off the street. It starts with the citizens.

I was high in the Rocky Mountains when others there rushed to me asking what was happening in St Louis. It was from Ferguson. My God, it was wannabe warriors, not policemen! I am now ashamed to have to tell people I am from the St Louis area. And it all could have been prevented if the police officer just let the teenagers walk down an empty of traffic street. We now know he was not a thug, not a drug dealer. Just a big kid that dreamed of rap songs. And his BODY was left in the street for over 4 hours. I would be enraged if this were my child. We have very large grandchildren in our family too, but we are white and they never get yelled at by any police and yes they have walked in the street. We never need nor want law enforcement that wants to use their guns first and are impatient to use them.

Stopped for no apparent reason. Officer aggressively told me to remain still in the car. When I questioned what was happening was told to shut up or I would be arrested. After 10 minutes of him with my license was given 2 speeding tickets that he said he observed me on 2 different roads. Didn't say anything back to him and let it go. Wrote the mayor and received an apology. And that the officer would be 'counseled'. Ya, right. I did offer to pay one of the tickets and did so. Had I been a black man, I would have been pilled out of the car and handcuffed, I am positive of it. I think the officer was agitated because when he saw who I was he realized he made a mistake but had aggression already built up by the time I was pulled over.

It happens all too often that officers respond to persons of color with either their hands on their weapon or have the weapon drawn already, most of the time for minor infractions. How many times have these incidents turned deadly, by that time its too late for an apology. I understand an officers right to defend themselves and everyone has a right to go home at night but if your in that much "fear for your life" then you should pick a different line of work.

Talked with two local officers () and both shared the same concerns. Internal culture prevents them from reporting other officers for poor behavior as they are shunned - they need to be celebrated for keeping the public's faith when doing so.

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I have been followed closely with lights shining behind me by the police at night many times. The lights reflected in my mirror which bothered my seeing and created a sense of agitation when I knew I hadn't broken any laws. I never was pulled over on those instances but I believed they were looking for a reason to do so. I was pulled over one day by a Police Officer while he was behind me and I was at a stop light at an intersection. In my car was a friend in the passenger seat and her two grandchildren in the back seat.. Immediately we were surrounded by a total of six police cars including the one that pulled me over.. The officer that pulled me over said he did so because I went over the line on the street at the stop light. He was behind me and I don't believe I did but if so it couldn't have been much because I wasn't in the intersection and he was behind me. A non safety issue at that with six police cars, scared children and he asked me had I been drinking because people that usually drive a little over the line have usually been drinking. We had just come from setting up a political campaign event and I drink very little because I am allergic to most alcoholic beverages.. This was over use of power and I didn't believe this officer treated me and those in my car respectfully by his tone nor words. I didn't receive a ticket but warning. I told him it was sad what we just experienced because I was a Commissioner for our City on the Human Relation Commission and I didn't feel welcomed in my own City with this type of treatment. Not only is bias training needed to be required follow up and accountability needs to be required. Also with protest. Protesters are responded to and treated differently according to who they are, what racial make up and the purpose of protest when actions are equal. I have experienced it first hand.

One officer handled it correct when the other let his biases interfere

I hope that the culture of the police department would shift to that of growth. We all have things we need to grow in. We also have implicit bias. They are in the community all the time. Training on this is essential as well as trauma informed care principles. I understand they are here to ensure people are safe. Also, our community has experienced a lot of trauma. An approach with those who have experienced trauma is essential in intervention.

I believe that _____ county is doing better with community engagement but there could be more from _____ and just in general with letting us know what we can do to be involved and keep this town safe.

Officers need more training in catching criminals. Unless a crime happens right in front of them, they don't know what to do.

They don't seem to care about deescalation. CIT training is only one week long. It is viewed as the weak way out. There seems to be an arrogance in the police that they get to have a special trust and you are a common peasant.

I have witnessed police escalating situations that were peaceful, targeting peaceful demonstrators. I live in west _____ and see the police racially profile black residents. There is a gentleman who waves and smiles as he jogs in the hopes that no one will call the police because he's black. I frequent a business that many police frequent and hear a minimization of police misconduct in their conversation and a celebration of toughness instead of compassion. My recommendation is that all police must have a four year degree. Offer early retirement to police trainer in the old ways that see most civilians as potential danger instead of people who you serve, a civilian review board, faster removal of police who abuse their power, and a public data base so that bad cops aren't just moved around. Rewards And protections for cops who report misconduct and consequences for those who don't. We need a wholesale change in police culture so that there is truly equality before the law. There isn't now.

Better training to understand and evaluate the needs of the mental health calls. Too often these needs are not addressed or are handed off to other inappropriate agencies. It is not always appropriate to call EMS to transport someone for a "psychiatric" issue, especially if that person is belligerent due to intoxication. EMS cannot legally restrain people without medical reasoning and safety is not a medical reason. It would be more appropriate for these people to be handled by law enforcement. More training in recognition of Excited Delirium and the underline medical emergency.

Empathy or sensitivity classes. Class on de escalating by using counseling or a talk down method. Knowing what is appropriate for each situation is different

Some officers are too restrained because they are afraid to get sued. They need additional protection so they don't have to hesitate and risk getting killed. Officers fail to report because previous reports go unpunished so it becomes pointless to say anything at some point. Trickle down to better leaders who believe in fairness and accountability.

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Our county sheriff said on facebook that if protesters were to come to our small town, he could always deputize citizens to help with any incidents.

Maybe you should AWARE us. You get to make the rules.

Did not write ticket when the officer should have

I reported a neighbor for a domestic violence incident they did not require at least one person to leave nor did they make contact with me the people were eventually evicted because of lease violations but only after several others called the police After the original complaint I never called again because I felt that it would accomplish nothing due to them not talking with me in the first instance A couple of weeks ago the were in the woods looking for someone but didn't bother to make contact with myself or the other living (yard connect to woods) along the area This makes me feel disrespected as a citizen/person with regard to my safety If they had more training to get to the calls when something is going on then we could have less crime. Or how to handle the situations going on that lead up the the larger crime.

There are 2 situations in our St. Louis region that caught my attention and both based on the quotes from prosecuting attorneys. One quote was the Event the prosecutor said there were many steps within that police and individual encounter that the officer could have done something different to result in a different outcome. The other was the prosecutor created a bad cop list - untrusted. Thus my strong suggestion is that the all Missouri prosecuting attorneys need to have strong recommendations on training changes for all Missouri police officers and sheriffs. They have to work together, with police leaders, and the union leaders, to adjust training that will happen immediately after the changes are made (Missouri pays for the training changes and for the new mandatory training for all those officers in Missouri - ASAP).

My previous comments address many of these. The goal should always be de-escalation which is nearly impossible to achieve when you are outfitted for war. The first step prior to training would be to change the uniform and remove combative tools. Arrogance creates most of the problems along with a sense they will not be held responsible for their actions. If leadership would start taking swift and decisive action and terminate those that can't follow the laws, fire those that witness and don't report and fire supervisors that don't take action, people would start trusting and respecting officers again. These actions should also be supported by filing actual criminal charges when laws are violated. If they can't follow the laws and rules, how can you expect civilians too? They also need to be fired if they turn off their in car or body cameras while on duty. We should be able to live stream all cameras and digitally record in the cloud. Civilians should be permitted to select any on duty camera and watch it live with sound on the internet. If they know they are being supervised and held accountable, behaviors would change. Officers should also be required to report and provide unfettered access to leadership, all social media accounts. If they are found to have unreported social media accounts or post or like anything that shows bias, they should be terminated. Posting a piss on Islam meme or gays or blacks etc., opens us taxpayers up to unneeded exposure. If you can't control your actions, you should be in law enforcement. Root out all the racists, realign roles and increase pay to get higher quality candidates. I think violent crime could be reduced by having officers walking the streets and being imbedded into the neighborhoods. You still need officers in vehicles to support the ground troops. Officers should work the same neighborhoods every day. It would build rapport and trust with those that witness crime. They would know everyone and every business owner in their small sectors. We should also block off more streets to through traffic, increase the number of street lights and move to all LEDs, plant street scape and take other actions that would get neighbors outside instead of locked inside. These things make neighborhoods safer. Criminals seeing constant foot patrols in small sectors would be deterred. And finally, stop tunnel vision investigations. The arrogance leads to wrongful convictions and cost us money and breaks down trust.

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My ex husband and father of my children was detained briefly to a squad car after threatening to shoot him self, while highly intoxicated, in which my 11 yr old managed to take the gun, de-escalate and tuck him into bed before calling the police. I was called by PD in the middle of the night to come for our children. They declined to arrest my husband, who was beating his head on squad car windows and declined a psych hold. This was the same department that declined to arrest him 4 years earlier as a wife when I was literally bleeding, cut and bruised. I was too terrified to sign a statement, he did and I was arrested, despite his lack of injuries. The same department was present in 2014 when I went into extremely fast labor during icy winter conditions. All was captured on body/dash cams, the paramedics were delayed and none of the responding officers had any training in emergency childbirth.

Officers trying to handle a mental illness outburst from a child. The officers were very good with the child, but failed to fully grasp the seriousness of the mental illness. They discounted the severity because it's a child. The officers managed to smooth over the situation, but I erupted again almost as soon as they left because they didn't take the situation seriously.

95% of the time, I have had very good interactions with my community police departments. A couple of times, I have seen police officers escalate a situation in a hospital with a criminal or psych patient, instead of trying to de-escalate the situation, which would have likely been more effective.

Here is what I ask of you: I was a police officer/criminal investigator/ and Criminalist chemist back in the 70's when I first started. The WORST officers I had to deal with were former military. The military does a horrible job bringing them back from war duties and putting them back into society. Yet they easily were commissioned police. I think you should examine in your records how many today going through POST training have past experience in the military. Of that count, how many problems have you had in these particular officers dealing the de-escalation, use of force, excessive force, failing to report what really happens in conflicts, bias? A full nelson, half nelson, throttling the neck of a suspect, is never taught in a police academy in Missouri, that I can assure you, I wrote many of the lesson plans for years for POST. So why does this happen and where did it come from? Police do not need more hours on cultural diversity, they need interpersonal skill education. I wish I was still employed in the system, I would spend as much time as possible to help.

See previous description AND ADD SEXUAL DISCRIMINATION, as police DISMISS female victims as they laughed at us, refused to accept our video and dismissed the seriousness of our 30 minutes of TERROR. Also, absolutely DOUBT a follow-up system as the now exists. Would not trust anonymity and would fear retaliation. Have already experienced retaliation from a city employee's wife that spreads gossip, slandering others. She screamed to the neighborhood the other day that we had not had a break in. He should be fired for his wife's continued "Queen of the Block" attitude due to his position w. the city. I have suffered 5 years as a result of not be-friending this city employee and his family, I fear the more. A GANG/Pecking Pack is too easily created within people with POWER, back your brother in blue rules, retaliation is likely. You cannot JUDGE yourself and your cronies. A totally independent anonymous group needs to oversee cases. A monthly review would be nice to have statistics on sex/race case by case review. Getting back to the VICTIMS, not the police, attorneys, judges whom have proved to be BIAS beyond belief, comfort and TRUST.

Again, I don't think the officers generally have an incentive to de-escalate. They realize they won't be held accountable and a lot of that starts with the governor undermining our elected CA. They see themselves as separate from the community and largely immune from consequences.

I have talked with police officers I personally know and the consensus is that a lot of them haven't been in any type of physical fights/mat work and over react when things get hands on. Or a few are of the "macho" type and are basically bullies. With the proper jujitsu training, self confidence and options gives the officer the advantage before resorting to lethal force.

Well I watch the news and there's always examples of racial bias and police brutality.

Gave example above with encounter with neighbors taking items not their But I will say in January officer arrived because my car was stolen and those two were very good

I don't currently feel comfortable going to due to the increased level of random violence, and have skipped events in the last year or sold off tickets to events I was looking forward to out of fear for my personal safety.

There needs to be something in place that stops them from becoming power hungry rude jerks

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Crisis Intervetion Team-trained officers are used primarily as a referral mechanism to local mental health hospitals and agencies. If they cannot defuse a potentially dangerous situation, they will forcibly transport the offending person to a local hospital emergency room and transfer the person into the mental health system, authorized by Missouri Statute 632.305 ("Detention for evaluation and treatment".) The mental health system's only real "treatment" uses psychotropic drugs known to cause violence and suicide. This whole system does not work and should be defunded and abandoned. No one disputes the need for police training, the safe and effective handling of potentially dangerous situations, and the temporary care for persons in crisis mode. One does, however, question the efficacy of mental health "treatment" in the current model of the psychiatric mental health system, where "treatment" generally means one or more abusive practices such as involuntary commitment, harmful and addictive psychotropic drugs, patient restraints, electroshock, and psycho-surgery. There are no cures, only chemical and physical restraints.

I generally experience racial profiling while driving through rural Missouri. One example is when I was driving through Missouri I was pulled over because "someone called in my license plate number for crossing a double yellow". However the call had to be over 30 minutes prior to when I was pulled over because I was picking up a friend to go home for the weekend and loading the car with bag and had just pulled onto the street when the officer found my car at a stop light. Another situation I experienced happened in . I was pulled over (again on my way home from colleeg) and the reason I was given was because my license plate light was out. Once the officer checked all my credentials and saw I was around the cornor mt house how I was released. Once I arrived at my destination I checked and my light was not out. It generally seems as though the officer is just looking for a reason to run our information. I've noticed that it happens most often when I have a black male in the car with me. However, after all of my (our) documentation and information is checked I'm released without further issues. I believe all officers should have regular psychological reviews to check for PTSD, Bias, and other hidden issues.

I feel police need to be trained in some kind of self defense where they learn how to safely subdue a criminal

N/A

In the past for a minor traffic violation, officers seem they hate the public while coming across as very condescending.

Simple racially profiling abusive authority, implicit bias all fit my inter-action with the officer

See previous comment

I responded to a Lyft call in downtown last fall (2019). My customers were talking with one of the officers. After a few moments, I exited the vehicle to observe/make contact with my customer - who was engaging with the police over the matter of public intoxication. This was at an hour when most of the bars had just closed. Being a college town, this is a regular occurrence. There are literally hundreds of publicly drunken boisterous individuals walking the downtown area. In this instance, the wife was having a somewhat tense exchange with the officer while the husband attempted to keep tempers smooth. The officer had been notified that they had called for a ride and were waiting pickup. The officer kept escalating the encounter by trying to assert her authority to harass the wife, specifically, in what appeared to be an opinion on the officer's part that the individual wasn't being demure enough in her demeanor in the face of authority. The officer demanded to see ID and stated that she needed to run the wife's info in the database to see if she had any outstanding warrants -- on a "walking while drunk" (with spouse) encounter. IF policing is about public safety, then the two customers had already resolved to call it a night and were waiting on a ride home. Public safety wasn't addressed in this scenario - rather an immature response and ESCALATION over the feeling that the officer wasn't afforded adequate respect.

Officers executed a search warrant next door to my residence, and then exceeded it's listed provisional mandates by placing me and my spouse in handcuffs, and searching my residence, (not listed on the warrant), and seizing money, electronics, and other items from my home . The officers involved were rude, violent, and unprofessional, including a K-9 handler who was bitten by his own dog. The items taken from me haven't been returned, and no arrests or charges have been filed.

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In the work that I do, I frequently have interactions with officers. Many times when we call them, they are very short with our clients, and are not understanding. When they call and discuss victims, there are often times where the officer has forced someone to speak with us, or forced them to provide information. It is not uncommon for officers to tell victims of domestic violence that they must press charges or they will be charged with filing a false report, completely ignoring the victims right to choose. Personally, I had a situation where the police were called to my home because of accusations from women who clearly was struggling with mental health. During this interaction we informed the officers that we did not want to press charges, we simply did not want this person to continue returning to our property. The officer then tells the person in a threatening manner if she comes back he will make us press charges. The person wasn't hurting anyone, and again, clearly was struggling with mental health, and instead of trying to assist this person, they officer threatened her and watched her watch away. It would have been nice to see them try to help her get some assistance in this moment.

I think more training regarding DV should be done because it DIRECTLY reflects on violent crime. The statistics against women who stay are alarming. And in MO children can be removed from a mother if she doesn't leave - but they don't want to acknowledge the times she has tried to leave and no one validated her or provided her with resources. How they engage with the community is also seen in how the community - at large - engages with them. Also everyone has implicit bias. So whether this is directed towards race, gender, economic affluence, etc... it effects everything we do. Every decision we make, and word we say goes through that filter first of bias.

None of the above. The needed more training in traffic law as she didn't know the law she was trying to tell me about. And she was a sergeant, too. Didn't reflect well on the

I have been subject to profiling, followed for miles by an officer, my passengers lied to and coerced to show identification even though. I have been pulled over on the highway and the officer banged on the passenger side window with his hand on his gun. I had my 3 children who were sleep in the car with me. I have called the police about a very serious crime that happened and was told no one was available to respond call back later because now that she is safe with me, it is a non emergency. No one ever responded and it taught my 10 yo not to depend on law enforcement to help. Have someone who knows how to deescalate on a call. Designate someone to call back in non emergency situations. Let them know that the experience they give is what is left with civilians and because you are uniformed, most expect you to be uniform in action.

Comments for Slide 13

I still feel I was stopped without probable cause. I was merely on a country road at 2 am and he was rolling the dice to issue a citation. He was aggressive and even cussed at me when I didn't say what he wanted to hear and asking me to step out of the vehicle. I am always respectful, polite, and diplomatic in these situations - mind you he even stated how polite and accommodating I was in his report. I'm an attorney and I thought the best course of action that night was to be honest, but I won't make that mistake again. I expected someone reasonable and usually honesty is the best policy. I will be keeping my mouth shut should I ever have another encounter with the police, thanks to him. I didn't feel he was honest and seemed merely interested in furthering his quota and/or career. The statement by the officer changed drastically between what was written on the citation versus what was written in the report after evidence was collected, as it seemed to adapt based on how he could achieve a charge. I felt my rights were violated and felt compelled to do what he wanted because he was so aggressive, for my own safety. He wanted my story to fit the narrative he needed to write the citation and took me into custody, driving twice the speed limit (in excess of 90mph) to return to the sheriff's station - without emergency lights on. He was incredibly unprofessional and intimidating for an alleged non-violent traffic offense. Upon realizing my phone was in my possession, he completely flipped out thinking that he was being recorded. My phone was confiscated and switched off after getting confirmation that I did not record the exchange. I have never felt so violated and I've never had a problem with law enforcement until this exchange. I have no criminal record and his citation was ultimately found to be a no conviction by a judge. I did not feel the officer was empathetic and seemed hellbent on catching me doing something wrong. Everything was skewed to his benefit and negating any evidence to the contrary, untruthfully in my opinion. This incident had repercussions on my career and my life until a judge straightened it out. It just wasn't right. I'm aware I could file a complaint, but I truthfully didn't think it was worth my time. The officer/receptionist at the Sheriff's office immediately changed her tune when approached about filing a complaint and became rude and hostile. I also didn't want to be a target if I did submit a complaint, as other officers stated they were a "Band of Brothers" and they look out for one another in cases like this. I decided against any further action. I realized it was a lost cause and that a judge would be more receptive. My grandfather was a WWII vet and retired as a police officer. I was raised to respect cops. He knew everyone on his beat and they respected him because he looked out for them - even when it wasn't what his superiors wanted of him. Even when he was a cop, he bemoaned the militarization of the police and frowned upon police attempting to cite everyone for everything. He wanted to go after the "bad guys" and leave normal people, who are struggling in their own lives, doing their best for their families, alone. He always felt compassion and empathy and only cited, etc. those people who really deserved it, because, hey, people make mistakes. He was a member of the community he served. He passed away, but I think he'd be ashamed of the profession and the behaviors that are

I have seen exert excessive force which resulted in injuries which were not predicated with crisis de-escalation of any kind. I have worked with many clients who because their abuser was a member of law enforcement, they were denied the ability to make a police report, were denied enforcement of Orders of Protection, and denied a criminal investigation to be conducted/charges to be filed for violence the abuser committed against them.

The length of training for law enforcement is structured with implicit bias. They should be required to get a full education, college degree, like most every other job. If they are enforcing the law they need a rigorous educational program and training. It is too easy to be a police officer and be uneducated and carry implicit bias.

Officers failing to take seriously DV/SV survivor's reports of abuse (failing to file a report; inaccurately reporting the incident and/or statements made by involved parties; making assumptions based on stereotypes) OR officers arresting the victim instead of the abuser (or arresting both because it is easier. We have a police chief in our community who has stated on numerous occasions, "If I get called out to domestics, I just arrest them both. It's easier.").

Ok highway patrol should be on major highways to assist in traffic flow to free up county to patrol small rural areas.

Many times police officers in this town have shown implicit bias against females victims of domestic violence. This week is a prime example: One of our clients was granted a protection order. The house is in her name, however, the abuser refuses to leave even though this is mandated on the protection order. The police officer visited the home and the male said she moved out, so they let him stay and will not help our victim. When our advocate followed up on the matter, the police officer was extremely rude and unwilling to help to her as well.

Comments for Slide 13

Again, failing to enforce custody orders or the lack there of by returning children to the lawful parent. Refusal of departments to take reports for interference with custody and parental kidnapping. Actually got yelled at by a Sheriff, after explaining the law to the deputy and timeline of events he was going to assist in getting custody for a client back. Half an hour later got a call from a very angry sheriff who said they weren't going to do anything because the child was born during a marriage. The child was not and was not biologically related to the husband. Fortunately the prosecuting attorney intervened and corrected the situation. I have another client who did not realize that during her marriage that her husband had but a business in her name, accepted service on her behalf and got a judgment entered against her. During the divorce it was discovered he's opened other credit cards in her name etc, only to be told by the highway patrol that because she's married there's nothing they can do.

Explained in previous question. Community engagement in regards to domestic violence and sexual assault victims.

I interact often with police through my profession and there's a huge failure to hold each other accountable and to a high standard of conduct. I think police pensions should be made to pay for any lawsuit payouts for misconduct. Police fail to respond adequately to non-fatal shootings. All the training needed could be summed up in emphasizing Procedural Justice and building Police Legitimacy. Police need to put in place evidence based best practices for policing and emphasize fairness in caring for and interacting with all its citizens.

I explained previously on the use of force. But I was at a house that got kicked in and the persons relative told me the guy that lived there had 26000 in cash hid in the house. Well when the task force found the money they reported 10000. What happened to the other 16000? Law enforcement isn't made to follow any rules and get away with more than criminals do.

Two young men were in our local grocery store, they were laughing (loudly) as teenagers do but were very polite to me, even helped when I couldn't reach something. When we got to the registers a Police Officer came in told the black young man that he had to leave the store but not the white young man. When the black young man ask what he did the officer got mad and threatened to put him in cuffs and arrest him. Yet nothing was said to the white boy when he ask the same question.

I think it could just educate officers on the differences we all have and how to better handle situations and interactions with the public who they have chosen to serve.

These are all things that I have seen while working with victims

Are you kidding me?? If the police officers had any adequate training in these areas it wouldn't be an issue. Our police officers act as if they have full immunity and Are held to an entirely different (lower) standard. Stop hiring police officers that are on power trips and start hiring officers that actually want to make their communities a safer place.

I don't want to explain my experience. Studies show that Obama's 21st Century Policing Task Force and program WORK.

I was pulled over for speeding last year. I had my dog with me. She's a small and friendly dog, and when the officer came up to my window she jumped in my lap to sniff and say hello. The officer snapped at me to "get the dog out of my face." After he ran my ID and returned it, I explained that I had dropped my wallet to the floor and asked to retrieve it. He told me not to reach for it until he was back in his car. Minor things, sure, but they're part of an adversarial attitude that police have adopted when it comes to the citizens they're supposed to serve and protect. They're taught that the wolves are all around them, in every stranger's face. The United States is not a war zone, and police should not be trained to think like soldiers. Most people are law abiding and would gladly cooperate with police if police didn't act like an occupying force that can potentially pull a gun and shoot someone just for twitching the wrong way.

Oink oink oink, oink oink oink oink.

Police won't police themselves. No matter how horrible a cop is they are supported by the union & other cops. Police departments need to take responsibility and clean their own mess. Trust level is low from white & black citizens.

I was issued a traffic ticket. The officer did not even fill out the traffic citation appropriately. Scary.

Excessive use of force against peaceful protesters was used in my city. Some protesters were elderly and it made me very angry to see big burly young men being rough with skinny little old ladies. Those cops need help to do their job better. Thanks!

Comments for Slide 13

All of it! These officers don't report each other. There's not an office set up anywhere to make complaints with the department. Inaction is negligence. If they're called out, they don't help unless they can arrest someone for drugs. I'm tired of seeing non compliant sex offenders and abusers let go. They never investigate false reports or charge for a false report. I've personally had one run my name and come back to the car with a hand on their gun and I was 5 months pregnant with my twin daughters.

I think it's fairly obvious by where I live that our police are not stopping violent crime, and they have no interest in de-escalation tactics because that would stop them from tear gassing crowds.

Missouri police officers tend to be overly aggressive with day to day interactions such as common courtesy as greetings or introductions, not sure if it's a moral or a ego issue

The officers in this area are trying to not shoot people as often but they still do. Recently during protest citizens were singled out due to their leader ship and the protest and arrested. It was unnecessary and unfair. Rather than engaging in de-escalation during that protest, the officers war right gear and carefully Picked their targets. It was our current social media and displayed in the news. Now there are community meetings taking place to talk about next steps and ramifications for the police officers and the police department.

I stopped & asked a that was parked in roadway in our rural area if everything was ok, after seeing helicopters flying around & several other law enforcement officers. He looked @ me & said, "you can just get on down the road". And continued to eye fuck me with a stare. I will be sure & act the same way when I'm confronted in the future by a with a question.

I have been unlawfully detained in a 96-hour hold and then threatened to cover it up. I was shot on my front lawn and it has been covered up. I genuinely believe it was a law enforcement sanctioned attempt upon my life. This is after years a time to try to figure out what happened to me and why. I have had a false narrative put behind me ever since the unlawful detainment of me. I have tried for all of this time to have that removed. I genuinely believe that that is why I was shot. I am a recipient. I spent a good deal of my teenage years at the home of a 30 + year law enforcement veteran. Father like figure in my life. I considered myself to get along with local law enforcement extremely well during my career as a paramedic. I helped to open the door for paramedics to be attached to the SRT or SWAT here in Springfield. I am anything but a law-enforcement hater. I hope my voice can be heard. I also have lived in one of the highest crime rates in the country area in Springfield Missouri. Near Scenic and Mount Vernon. I have been here since 2002. I have seen a lot of things and I have learned things that most commonly only a criminal would be privileged to that information. I was only privileged to the information because I was a good man and I was respected by many criminals in this area. Many of whom are now gone or dead. At that time I had some level of protection by those people. If you'd like to hear what I have to say about what can be done. I think you would find my opinion quite valuable. The convicted felon checkbox issue a few years ago. I was able to put my words into a discussion by law makers on the subject. Those words are very close to what that put into law to solve that issue. I can explain the entire thought process but it had to do with forgiveness. That discussion was the foundation of that deep thought process of thinking for me. It led to many other writings and ideas in regards to forgiveness. Some of which were just signed into law by the governor. I tried to hide and never say who I was. I never wanted recognition for the many laws that I had been able to do that with. More recently I'm having to be quite vocal how about some of those things because I need some assistance in regards to being prosecuted for trying to back off the very man who shot me. I hope this message receives you well and you may received the words that I have to say on these subjects. Last I would like to say I never cared about this until more recently. I am an INFJ. Some people may not put much stock into that. If it is investigated, to be able to say how many laws I have actually affected and what has been put into law because of my words here in Missouri. So that the information is factual it has been investigated. I think anyone who saw that would be utterly shocked. The gift that I have of being an INFJ. I do believe would stand out extremely bright as the level of intuition that I really have on these subjects and many others. Thanks for all you do.

The officer refused to listen

I'm referring to the speed officers drive. Unless there's an active shooter, why in the world would they need to drive at high rates of speed? It's dangerous to innocent drivers, passengers, and bystanders. They scare me half to death. We shouldn't live in fear of the police.

Realizing other agencies can be beneficial to their every day jobs (prosecutors office, childrens division, probation/parole)

Comments for Slide 13

In discussion about use of force with officers, the default for everything is a tool belt. Many are concerned with using guns and tasers because of a lack of confidence in all other areas. You might refer to the popular maxim. If all you have is a hammer, every problem is a nail. With the exception of the State Troopers, most officers are lost in every position unless they sought out their own training.

I believe if officers spent time in jails and correctional facilities handling conflict without any weapons they will develop the skill set to effectively communicate with a variety alop diverse people.

I will put this here as there is no place for commenting on POST. There is little enforcement or power behind POST. I know of Officers that were reported to POST and should have lost their license and it did not happen. POST needs to be funded so that they can investigate, enforce and DEFEND their actions. It seems that POST is afraid to take action as it may be overturned. To many Officers are allowed to resign during an investigation (agency problem) and are then hired by other agencies when they should lose their license.

read last statement officers are horrible all im gonna say maybe 2 good cops even the chief is corrupt flying down the dling 80 in his daily driver (blacked out pickup truck) with blue lights

As a criminal defense attorney, I have noticed substantially more Fourth Amendment violations by sheriff's departments (and city police, to a lesser extent) than Highway Patrol. Much of this could be fixed with better training. A lack of body cameras in rural jurisdictions is also a major issue in regards to officer accountability. I have also had many clients complain of excessive use of force by of the Sheriff's Department, one to the extent they are afraid to leave their cell for fear of being assaulted.

Most department/academy programs are ridiculously out dated and more concerned with potential litigation rather than effectiveness.

Our local agency is too short-staffed to allow for consistent and effective community engagement.

I've already explained some of the issues I see as problems. What I didn't address was the racial profiling I've been told of by some of black residents. Maybe if the police took more time to get to know the black community? Instead of always being seen as people to be "feared" maybe it would be helpful for the black community to see you as people who want to help protect them. I wish I knew how to verbalize everything I would like to say, but I've come to realize that men-run organizations have a tendency to brush aside anything women say. Even though this particular woman has a degree in Criminal Justice, and has worked for Social Services as a Child Abuse and Neglect Hotline worker. I also, as I stated before, have lived in many different parts of the United States, and have had the privilege of seeing and meeting many different people from many different walks of life. There is ALWAYS room in a Police Department (and many other Public Service jobs) for improvement. I hope you might brush aside the "you guys are the best" comments for what I perceive as a chance to grow. Thanks for listening.

As a woman, I felt completely belittled by the officer and felt no sense of mutual respect despite my efforts.

There is a need for more crisis trained officers

Officer lied about a speeding ticket (claimed 25 over) because of out of state plates and then the case disappeared when they realized I was local and ready to fight it in court... The biggest hurdle to police accountability is all the cult minds who think police can do no wrong... the second biggest hurdle is qualified immunity... the third is that the position and power attract monsters... Reporting misconduct creates more fear of retaliation than expectation of accountability...

In my experience I see officers who lose control and do not know how to fight, resorting to inappropriate force. I further see because the lack of quality candidates coming into the profession, officers who do not care about proactively or retroactively fighting crime. I would like to see state funds distributed to local agencies to boost pay and benefits to attract quality candidates.

I've seen over a dozen officers trying to learn ground fighting skills this year and be handled and defeated by smaller opponents who had just six months of frequent ground fighting training.

already explained in last segment

Comments for Slide 13

I have experienced issues with the Police. A man made comments about my children- that he was going to kill them. Inside their lobby. Nothing was done. They sent the man home- right across from where my children were because he is friends with one of their officers. I have watched them bang on someone's door for over 30 minutes because this man who they are friends with said that they made a FB post about him. I have heard officers call residents "retards". Including a man who is developmentally delayed. I have a recording of the Captain saying that the man who was choked in the jail "deserved it." Just corrupt. It makes me leary of all officers any time I see one.

I believe the training is less effective and a cultural shift in policing is necessary. The "thin blue line" mentality creates an 'us versus them' attitude and prevents policing from changing to a more accountable and community focused service.

Arrests were immediately threatened during a protest near the capital in Jefferson City. Since it is where the state government resides, it seems reasonable to prepare for a demonstration (if known about beforehand) and make sure that people can safely and peacefully assemble. Despite knowing that a demonstration would take place Aug. 13th, the police failed to prepare and instead made a spectacle out of the demonstration by forming a long line of officers and vehicles and remarking "Welcome to Jefferson City" before preparing to arrest the nonviolent group.

We had an experience that is ongoing with a law enforcement officer where he bullied someone into a situation that they did not do and it is a known problem but no one says anything because they want their promotion and paycheck. I was raised by a cop and I fully believe we have more crookedness and people who think they have power because of a badge... not officers who truly want to help their communities and it makes me angry. I don't believe is defunding but Missouri (especially rural Missouri) needs to fix their dirty cop problem.

In many situations office act too quickly without fully evaluating the situation - In doing so they put themselves at risk along with the citizens around them. Officers should not expose themselves and others with proper back up

I was once held on the side of a busy highway for 20 full minutes while the tornado sirens were going off along with heavy rain/winds because a police officer made a mistake. My two children were in the car and we were on the way to my moms house due to the incoming storm for safety in her basement. I had reported a license plate stolen and he pulled me over, he saw I was registered correctly and he had made a mistake and chose to hold my family in this dangerous position because of his own ego.

Well known since I was kid police in black or white cops plant drugs, weapons on kids or out right lie about the scenario. Quite often. Thus the brief cases officer utilize. Many a police retired and not retired has told me of such Behavior by them. Been told police are #1 or #2 biggest liars per profession. Seen them lie often quite pathologic. Per a . who for yrs was tasked with investigating bad cops there were plenty and most lied often. Sad, sad, sad

My observations are media related, but that does negate the concerns. The training related to "command and control " of the situation should include an ability of another officer on the scene to take the leadership in a situation where a fellow officer is being too aggressive and using unnecessary force.

Police pulled my husband over for a license plate light out and spoke very rudely to him, until he noticed the kids in the car, and immediately changed his approach. Why did he have to be rude and ready to fight? Was it because my husband is black? Was he just having a bad day? I don't know, but it was unacceptable. The attitude didn't fit the "crime" I pass officers often as I run through my neighborhoods. I smile or a hello would be nice. I'm generally greeted with a grumpy head nod. It gives a bad impression. If they are there to protect, be a part of the community as well. Engage with those you are trying to protect. Don't make them feel like it's an inconvenience.

I do not wish to discuss this incident as I do not want parties involved to be negatively affected by my comments.

I was stopped by a traffic cop after turning onto avenue near road. He was standing in the middle of the street for church traffic. I had just turned a block down the street and when I came around the corner he waved me down and stated I needed to slow down. I explained I was going the speed limit. He disagreed with me and falsely argued that they clocked me on radar a couple blocks back going too fast. I explained I had just turned onto the street and was never where he claimed. He got angry and started exclaiming that he can escalate this by going over to a parking lot. I couldn't imagine if I was black what he would have done.

Comments for Slide 13

Officers made traumatic situations worse for people involved by their behavior and comments. I think training to help officers acknowledge and deal with their own biases and emotions of the moment would help them to recognize when the people they are responding to are struggling and help them offer assistance rather than condemnation and aggression, physical or verbal.

The options explain themselves. I'm a cofounder of a nonprofit that's trying to get Nonviolent Prisoners out of Jail. We see all the above as major flaws in our justice system.

Because we explained we are low income as to why we were a little late not registration (also covid-19 being a factor) we were asked to have our vehicle searched. This is a problem in my area. Tons of people are forced to have their vehicle searched with no probable cause or suspicion and are paraded around outside of the vehicle for all to see. I also witnessed an officer pull a firearm and when it was pointed out he would have to file a report he told the person to leave because he knew he was in the wrong. This was also in my town.

In 2018 the _____ was forced out of his office for sexual misconduct. The court system (probably illegally) kept his public court information a secret and he was allowed to enter a plea immediately after being charged by the Missouri Attorney General's Office. Why was his case kept a secret? Isn't court an open to the public arena? Why would anyone else have to go through the experience of being charged and waiting for their time in court and the public given the opportunity to see a public hearing? Not in a _____ case. Maybe the Attorney General can explain why law enforcement officers don't get in trouble when they should - like everyone else? This is a well documented instance of a law enforcement officer getting "special" treatment by the Attorney General's Office, the court system. Interestingly _____ sued the county and won over \$200K. If you really dig you can probably find an absurd amount of examples like this. Is this a thing where you will move toward solutions or is this just lip service to make people think you're actually doing something about law enforcement misconduct or are you actually doing something about it? Do you know the average pay for law enforcement officers in rural communities? Do you ever wonder why highly trained top notch law enforcement officers don't work in rural communities? Maybe it's because they cannot afford them? How does that wash out in the practice of enforcing the law - if rural counties and rural police departments are paying their officers \$11 or \$12 an hour and cannot pay more? How much do you make an hour? Do you the the proper training and oversight to do your job well? Do you make enough to keep you there? I could go on. But, I won't.

Medical marijuana patients are being bullied by law enforcement! They steal legal patients medicine saying they didn't know! That isn't good enough! ignorance of the law isn't a good enough excuse for a citizen so why law enforcement or a prosecutor?

This is use of force because is completely violates the rights of Missouri citizens.

Officers need training to interact with persons with disabilities and mental illness - I recommend CIT training and have provided sections of the training locally. It's difficult to get officers to this training and should be mandatory.

I was pulled over in Oct of 2019 and was told by _____ that my license was not valid and they did confiscate my medication and accused me of going across state lines for it

_____ personnel frequently choose actions that escalate, instead of de-escalating (kettling, chanting "Our streets," appearing in riot gear at a peaceful protest, etc.). I have a disability and was not at the protest where these actions happened, but I have friends who were. Training and actual disciplinary action is needed to change the culture of _____. I have reported an officer for improper behavior toward a Black teenager. I personally observed it, noted the time of day, car number, street address, etc. I wrote the _____ police chief (not the current chief; this was some years ago). I received no reply. After I pushed to get a reply, a captain told me no action is taken unless the person experiencing the abuse files an official complaint. That is an unacceptable reply - whether or not he was being truthful. Having been trained to be racist by my family and US society, I know that we have to un-learn racism. Officers especial need implicit bias training to counter information that was installed in their bodies before they were even able to think abstractly. This often manifests as an emotional response - like fear - not a reasoned response.

Comments for Slide 13

I'm not sure what you're asking a question about bc the prior page is no longer available but I'm concerned about all of the above. I didn't check "reducing violent crime" bc it wasn't involved in any of the incidents I saw but I'm concerned about that too. Training to de-escalate and to engage with the community instead of seeing us as the enemy who needs to be controlled would help a lot. There's no reason for the cops to threaten or esp use pepper spray, tear gas, clubs, etc. when no one is threatened (except the protesters). It might be warranted in a few property crimes too if, e.g., someone is trying to blow something up bc that also endangers ppl. None of that applied to the protests I attended. The only ones threatened were the protesters (by the cops). Cops should not be the most likely to use violence in any situation. Training would help that. Also more emphasis on open dialog with the community, learning about the community, etc. Also community outreach and community control over police (and other government agencies).

- Officers falsified reports stating that another officer did not hit a subject with a car and then assault him. It was on video. Local protests in _____ and _____ - Consistent escalation by local _____ Regionally- officers end up killing subjects who are in a mental health crisis, for example _____

For ten years I have studied the VSR data to find ways to help officers and individuals vulnerable to discrimination understand each other's perspective and find common ground on strategies to improve policing. In spite of huge improvements in training on bias, officers and command staff still need help understanding that discrimination can arise in situations in which police feel no animosity. In 2013 Black drivers across Missouri were subjected to consent searches at a rate per stop 1.45 times the rate for White drivers. In 2019 White drivers were slightly more likely to have a consent search than Black drivers. I take this progress as showing that officers were affected by implicit biases that made them more suspicious of Black drivers, resulting in increased requests for consent, but that now they are being more careful to make sure they have a reason for requesting consent strong enough to exclude the stereotype of Black criminality. Training in the effectiveness of disproportions in traffic stop data to flag situations in which implicit bias might be a problem would also help officers. Many officers I've talked with are surprised by disproportions but gratified to see the decline in disproportions validate their performance.

Officers aggressively pushed back a crowd and began grabbing nonviolent protestors from the front of the group. Excessive force was used on a group of innocent individuals. The answer to the question "Why are we being arrested" changed multiple times throughout holding and our rights were never read to us.

Police using the threat of violence against black citizens to demand obedience must end. Stop the cycle of escalation and violence. (at _____; escalated to store manager at time of incident. Note: this is one of many)

We would not see violent thugs get promoted to Detective and then drive to another village to run over someone who might have been involved with a crime. We would not hear "WHOSE STREETS? OUR STEETS" shouted at us when we are facing _____ thugs after one of them gets away with using a drop gun to make murder into a 'good shoot'. We would not get tear gassed in our own back yards that abut _____ Rd because police shot someone who would not get out of 'the Fucking Street'. There would be no 'Officer Meat' or 'Officer Chupacabra' at very public actions.

Comments for Slide 13

Force is the one thing you have. That is all I have ever seen a cop do. Including traffic cops. Cops Force YOU. It's ALWAYS an over use of force. That's what cops don't understand. You have the monopoly on force. The State allows you to use it legally. And whenever you do, which is whenever you interact with people as a cop, you are utilizing your force. That's why people don't like cops! They don't really even want you standing around. Just looking at me is using your force. You should avert your eyes when you see ME. You are supposed to serve me. Instead you force me. Your job is FORCE. Now the things you choose to use force for are always and everywhere due to your implicit bias. If you are a cop and you are reading this, and you don't get what it is saying, that is the point. Your implicit bias is "im a cop." You can probably never shed this; but this is my problem with you. I want you abolished. Fair. Tomorrow? Yeah right. 5 year plan: 45% of city budget down to maybe 15%. Start there. If 5 years from now, we dont see cops shoot people in back, throw students out of desks, and all the dumb stuff YOU KNOW YOU DO...then maybe your "profession" can be reevaluated, and our 10 year plan can be amended. You know, sidebar. Kids like cops, sometimes. Propaganda exists to perpetuate officer friendly. Don't take offense! If you actually are officer friendly, then you wouldn't need to take offense. If you take offense, its because you aren't officer friendly and you know it. Anyways, I liked cops as a kid. I like The Wire and Batman and that reactionary crap. What is it those things share in common? Detective. You all don't stop or solve crime. Detectives maybe can, and maybe do. See Detective is a job, not a force. A detective amasses clues, asks questions, listens to people, negates their own biases to solve the crime bc their own biases keep them from actually doing so. Detectives aren't cops. I mean, cops who are also detectives are cops first. Detectives are detectives first. We need Detectives. We need services like that. WE DO NOT NEED WHAT YOU ARE CURRENTLY DOING AS A DEPARTMENT. Now we have to be citizen detectives to solve police crime: WHO KILLED DONNIE SANDERS? ah. I see your question below and came back up. "if you think an officer has committed an act you can file a complaint" (official sounding voice pretending to care). You guys are cowards. You hide behind that. No. I can't file a complaint. I saw 25 officers act like 40 protesters were terrorists in their city, you think i got their names and badges? We couldn't see with spray in our eyes you idiots. The thin blue wall is to protect you, not us. Its important that you finally realize that your propaganda will not work forever. You a dragon. You breathe fire, you terrorize from the sky, you got all kinds of scary looking spikes and teeth...but you gotta soft belly and a missing scale.

Training and de-escalation and potential reallocating resources to bring in social workers trained in mental health, conversational skills with unstable people. Training for giving more benefit of the doubt and comments of understanding that life is hard and people are driven to crime.

I think our officers struggle to understand their biases and definitely let those biases lead to racial profiling.

See previous comment.

Wear a mask when talking to civilians. Respect space and the first amendment.

Officers unlawfully use tasers on people in the community and then charge them with interfering with arrest.

I participated in a legal, nonviolent protest in in June 2020. I watched police officers pepper spray and beat non-violent protesters with batons. An officer with the badge number was particularly heinous during this police overreaction. I participated in protests in 2017. I watched Police officers chant at protesters: Whose streets? Our streets. I was arrested in 2017 by kettling. I believe about the training and rules changes are needed. It is unacceptable that Missouri's police pull over person's color at a higher rate, react with force and situation said do not warrant it, and are dismissive and threatening toward people expressing their displeasure with police brutality.

Because of the poor retention rate, we have mostly young men who are pumped up and excited for the chance to hurt people. They either lie consistently or know less about laws than the average middle aged adult. They certainly don't police each other or show concern when another officer violates the rights of a citizen. I even tried to report an officer to the chief and he did nothing. He didn't even write it down or allow me to write a report.

The situation came down to me being respectful and compliant but the officer feeling as though because he had a badge he was above being a man and the law.

As a DV victim, upon police serving my ex with an ex parte, the police kept asking me when him and i were going to get back together and would I be getting back with him. They also asked me about my exes military background and informed me of theirs. They treated me, the victim unfairly. The two officers were talking about how they mistreat inmates in the jail as well while my ex removed his belongings from my apartment.

Comments for Slide 13

I personally engage in pr with local police, once again we are rural and the other, I feel it is my duty to stop in and acknowledge my local police and sheriff's deputies. Build bonds in communities that bridges the gaps and respect. Knowing them and learning about them helps build strong relationships and they know someone in the community cares about their concerns as well. I talk with them periodically like a person, I get to know them. I learn being open minded that way, then in that we both learn what we feel needs changed and ideas on how and what that could look like. I feel many areas in the state could learn more in recognize medical conditions that does not warrant aggressive behavior from a officer. Learning to spot behavior traits would de-escalate a situation before it even escalates if one understood, no you can't see my license is not a form of noncompliance. ASD matter of fact response, it is in wallet or purse you can not see it, maybe ask would you take you license out of ____ and hand it to me. Direct precision request, no escalation.

I have observed ho effective officers can be when they are well trained in First Responder Disability Awareness Training (FRDAT). FRDAT is POST certified so any law enforcement officer that completes this training, will earn POST certification hours.

Police Officers need training in talking to others, instead of hands-on and taking some one down in the show of force, power and control.

I believe that de-escalation is essential to effective policing. Often people with disabilities can find themselves agitated by unknown individuals and by stressful situations. Because everyone does not have an obvious disability it is important that officers are trained to de-escalate with every individual they encounter.

Child abuse and neglect, domestic violence, and mental health

Police need to be given the tools to know when to call another agency that focuses less on punitive action. That includes building up the agencies around the police that support our communities. Homeless shelters, domestic violence shelters, addiction counseling, etc.

I think this is a matter of enforcing standards. When officers get away with abusive behavior against civilians, they are emboldened to do it again. We deserve clear standards that prohibit violence against nonviolent civilians, and we need those standards enforced. When a cop is found to have violated it, they need to no longer be able to serve as a cop.

Protests (locally) have demonstrated the issues are here at home and not just in bigger cities across the U.S. Officers used their presence to intimidate and incite violence rather than to de-escalate and be protectors of crowds. They unnecessarily boxed in a peaceful rally which caused panic and led to violence. A personal experience also showed bias of an officer against a black friend, and an insult of my own intelligence as a victim of a crime.

Should be a state law that governs when law enforcement should pursue a vehicle and that the units should be fully mark with visible marks and not dark markings. The car shall have over head lighting.

Another deputy stopped me while I was walking in my neighborhood and asked if I wanted a ride. It was very odd since I was clearly walking for exercise and even if I wasn't, since when does a deputy offer a ride? He did not impress me as professional and he was chewing tobacco that was dripping down his chin and then he spit into a cup while speaking to me. I was very concerned that this man was law enforcement and carried a gun since I didn't have much confidence in his judgement.

At a small MeToo protest police reps I nded with violence after a street preacher caused disruption and a protest was injured by police.

Had an issue with a new land owner

Officers seems hesitant to engage with adults. We seem them talk with kids, but communities need officers who are not robots. We need more officers with a personality and willing to talk with citizens about our concerns, issues, and conditions in our communities.

Comments for Slide 13

My experience comes from conversations with officers who have completed the FRDAT (this training has POST Certification and is IADLEST Certified) training. All officers that I have met, want to protect the citizens of their communities. Several have shared, that the information provided in the FRDAT, opened their eyes and made them realize, that they mishandled situations some situations previously as individuals they worked with, had disabilities that they did not recognize. Most recently, a firefighter found our training online when he did a search for a training program he wanted brought to his area in southern MO. He responded to a call and as a father to a child with Autism, realized, that the officers who responded to the same call, were escalating a situation because they did not recognize one of the victims had Autism. The firefighter tried to intervene and thought he might be arrested. He participated in the FRDAT and found the information valuable.

Sheriff came to my home multiple time to tell me my Grandson owed money to someone. Why is law enforcement coming to my home to tell me about my Grandson multiple times?

It is incredibly unprofessional to tell a stopped citizen that they get a "Double Whammy" ticket. Albeit, yes I was speeding and didn't have a current insurance card readily available. Legitimate citations and justly deserved. However, as I had responded to a previous question, lower your ego. The whole whopping 5 officers in the Department are the only ones who care about you bringing in revenue for the department. The rest of your citizenry absolutely despises you. I've had a "complaint" previously submitted by a concerned citizen. As long as the conduct was borderline professional and no criminal act occurred, most police managers will put it down as a stern pee pee slap.

My direct experience involves policing of the mentally ill. From reading the newspaper, additionally I was saddened by the media reports of the African American undercover officer that was brutally beaten by his fellow police officers during the Stockley protests.

The officers in county pull u over for no reason search for no reason ,and to top it off they are rude the whole way.

My prior narrative response talks about this. The implicit bias is not usually addressed in bias training for police departments. I know some of the Municipalities do the ACLU training which is probably the model to use for bias training. There is an atmosphere among police that they stand up for each other even if they know that something is wrong. There needs to be support given by police administration to understand that "wrong is wrong" no matter what. That officers should step in when they believe the behavior exhibited by a fellow officer is inappropriate/unsafe/wrong.

Bias incident: Stopping one person from standing on a bench, allowing different person to climb to the top of a running public fountain, people on different sides of the rally. Facing protesters and regarding them as threats while virtually ignoring the other side. Forming a barricade which protesters couldn't cross but the other side could, so that people were coming around and taunting us from behind, did not feel safe. Police should be committed to protecting both sides of a rally equally.

Needed officer to know about Safe At Home program. He could have checked with his office before getting so demanding with me.

Being at protests, seeing police in full body armor like the military and throwing militarized tear gas at folks seems to not work for community engagement.

Victims are revictimized by LE and their abusers then take advantage of this to further abuse the victim. Victims with OOP's have been subjected to their abusers in the presence of LE

I am a public defender so I see it all (good and bad) in terms of officer behavior. Police do not reduce the crime rate, they respond when crime occurs. The chief of police for even admits in his blog that presence of law enforcement does not reduce violent crime. So we need to think about changing the conditions that lead folks to crime and violence in the first place. Stable housing, mental health treatment, and a decent education are all great places to start.

The officers in this area are using the good ole boy system. Domestic abuse and child abuse being completely ignored . Officer threatening a person for contacting someone above them inappropriate. Taking the side in a situation of the perpetrator without investigating or asking questions . When reporting a crime not listening and assuming they are lying without checking the situation out fully. Not arresting the correct offender. People from another area being treated as outsiders as there convicted felons are given the benefit of the doubt without any investigation. Making people fear to question their authority .

Comments for Slide 13

When stopped because of police taking another person into custody, there didn't seem to be any reason for 12 police officers in 12 cars to perform the task. It tied up traffic and created a traffic mess.

Believe the reporter or keep your opinions to yourself.

A few relatives of mine are police officers and aren't shy about things that shouldn't be happening that they get away with or have encouraged.

They do profile. They do escalate. They don't know the law. They cover for each other. You can read my other comments. My husband who is black has experienced how little regard LEO have for black lives. Missouri would help out LEO with tighter gun control, that would help with violent crime. Missouri could help out LEO and communities they "serve" by openly & honestly examining systemic racism, taking ownership of what one has done to contribute to the disparity, acknowledging the harm that has been perpetuated, and contribute to making amends.

family dispute man and wife fighting man hit wife police called policeMAN told wife to leave with husband other family said not to leave because he was going to beat her PoliceMAN said go they left she got beat

They escalate

Police officers or those sent with them should be trained in recognizing the possibility that someone is deaf or hearing impaired. If a deaf person is gesturing broadly in a bar it may not have anything to do with violence. It may be the equivalent of a hearing person talking more loudly. I was struck twice within a month on the block where I live which has no sidewalks. When I explained that I am blind and work with a Seeing Eye Dog I believe it was assumed that I did something wrong, because officers might not know how a blind person uses either a cane or work with a dog guide. I have a friend with a son on the autism spectrum. He is very concerned as in other places autistic teens have been harmed by police while doing things like jumping up and down in their yards, especially if they were teens of color. Because my Braille display is not working well with your form I will say I have no awareness of the POST complaint process. I would like to see FRIENDDAT made a part of basic training for Peace Officers.

I think additional training is required so officers learn to be approachable and friendly. The public is mostly afraid because they look at everyone like they are criminals. I think they need to watch Adam 12 and see how Jim and Pete treated the people they were excellent. Sure it may have been just a show but it is an example of how they should act.

More officers should be mandated to be CIT trained or this should be part of initial POST training.

I was pepper sprayed and tear gassed by police along with many others at protests this summer.

As mentioned in the previous comment box, I have concerns about policing strategies that I have witnessed at demonstrations and protests, including the placement of snipers on rooftops during a peaceful protest that I attended with members of my family. My children have asked why they can see officers with automatic rifles that looked like military personnel. I do not believe this sort of awareness and recognition -- by children no less -- is a good indicator that police are committed to de-escalation procedures or serving in more community-engaged ways in our neighborhoods. I worry that "police culture," at least as it has manifested in my community, does not value the attitudes or behaviors really needed to create a sense of security and safety. Instead of humble servant leaders who demonstrate strength through expressions of care for the community, I hear officers chanting "we own these streets" and beating their chests like Roman gladiators. This hardly seems necessary and is damaging our communities, especially those where predominantly people of color live.

I was arrested for driving while disabled, but the charge is DWI. I was CLEARLY not intoxicated, but the lying officer arrested me, threatened me with force, while I was handcuffed, keep in mind I'm physically disabled, and his fellow officer just let the bigotry happen. When I reported this to his superiors, I didn't get a response from them, instead I had four armed men show up at my apartment to threaten me. This is straight up EVIL!!! And somehow this is acceptable? I know you won't care because the media will never take this story because I didn't die, but I ponder suicide every single day because of the actions of that bigot officer.

There are too many friends running departments. The officers that deserve to serve the community can't because they are black balled for calling the bad officers out and then prevented from gaining employment elsewhere.

I have PTSD. I have episodes where I need guidance. Not to be hand and leg cuffed. Told I'm the worst you have ever seen but told me to drive to the hospital.

Comments for Slide 13

When called about a threat of violence arrive in a timely matter. Training of the importance of every call could be someone's life. Recognize that once you have held someone accountable for breaking the law you don't keep pulling them over to maybe catch them doing something and don't automatically handcuff someone you have had non violent issues with or very minor infractions. Strong discipline for Integrity violations.

Was working as a Paramedic and on scene with a bariatric pt needing to be moved to the Ambulance. Things did not initially go as planned. Officers on scene decided to criticize our techniques rather than assist. We stuned them when we finally pulled the job off. The point is, the poor management by the state has ran off all our good officers to other states and have mostly left us with bad officers. Arkansas seems to be getting all of our good officers. You have no state wide benefits for municipal or county officers while other states do. You have no state requirements for health insurance. That's why I got out of it.

All of that you know you need all of that.. you all should put an all of the above button..

No law for rural areas where I live found out we have none.

Our officers need more training in proactive policing - going into the community and just talking with the residents. Also need to be able to provide more information to victims, such as those in domestic violence situations.

Cops should have four year degrees, and they should be trained on everything properly. That's even if the pigs can understand the training. That's why it's time for law enforcement to go!

Officers supposedly are trained on mental health, but they do not use what they have learned with citizens.

Recognition of intimate partner violence, the psychology both of an abuser as well as the abused, and the need to intervene earlier rather than later in ways that best safeguard all parties.

experience in law enforcement, it seems that times have definitely changed. Yes, everything changes over time, but, with law enforcement and criminal justice, there are two things that should remain constant: (1) the endless and tireless, hard sought, effort to ensure that justice is served; and (2) community relations and engagement. In today's world, particularly with respect to police officers in , it is the latter which has seen a significant decline. This in part appears to be caused due to the current uphill battle with elected officials in the handling of cases once charges are sought, and especially when elected officials in the criminal justice system seek to circumvent the proper methods and procedures for handling cases and investigations so that said elected official can "ensure" that "meaningful" and "proper" "reform-based" justice is served, and to the current disdain for law enforcement professionals caused by the media and false reporting and representations of how events transpired. Relevant for purposes here however, it appears that much to do with the lack of community engagement is caused due to officers lack of training on how to engage with the community. Its pretty simple actually, you go out and get to know the locals, you regularly engage with business owners and regulars of the area in which you serve, and you recognize that not everyone hates you just because of the uniform you wear, but at the same time you recognize that because of your uniform, you will be criticized for the things you do in professional and private life and that criticism will not just be directed toward you but also to the whole department. You are held to a higher standard and you must, in a sense, act in a way much like a politician does when running from office. You closely watch what you say and do and must be able to recognize how your words and actions come across to others. You need to see both sides of the picture. Lets get the right type of training on community engagement back on the course list, not this training (actually more of a lack of training and a response effort) which results in officers only engaging members of the community in response to crime or only in response to a political nightmare or major event. Each officer in a given district should be able to name at least 10 business owners or residents who live or work in their district but did not meet them in response to a report of a crime or during the course of an investigation. This should happen department wide. If you want to change the way things have been progressing, you start with the neighborhoods where you get the most support and you start building things from there because positivity is contagious. You build up the trust where you know you can be most effective first, and then you maintain, improve, broaden your scope and build from there. You learn both your and the departments strengths and weaknesses and you adapt, improvise, overcome and go from there. You figure out what works right and what works wrong when engaging the community and you go from there. You keep progressing and you build up and strengthen the police departments ties with the community. If the world of animosity and disdain towards the police is going to stop, it will be through right type of community engagement and this will ultimately lead to being better able to continue the tireless, hard sought fight for and pursuit of justice.

Most of these topics should be covered with continued, in-depth training. One or two training sessions a year is not enough to challenge implicit bias, especially when the stakes are so high.

Decline to answer

Not seeming too invested in trying to fix issues at hand

Comments for Slide 13

Two cops came into my house with guns drawn because our car alarm was going off. This is a low crime area. No reason for it. They said they were afraid we were in danger. How is pointing guns at us helpful? Very poor training. This was 3 years ago. But I doubt training has changed since then

Maybe my bruises didn't seem excessive that time. That doesn't negate the violent behavior that I have experienced for years, and will continue to suffer until I find a way out. This was one of the few times I was able to reach out for assistance because he left. But after that - why call back? So I can go unbelieved again? Or told to talk it out? That hasn't worked so far. If they had to training regarding domestic violence, then maybe they would understand it wasn't an isolated incident and their inability to do something only continued the cycle of violence in my life.

1 officer came to the square during a homeless charity event. He said that no one may sit or lie on the grass. We asked where the code for that was and it took him a few minutes to find it. He then changed his statement saying that you may not lie on the grass. By the time I left, there were 5 or 6 officers at the scene. No one instigated violence.

They show little concern for crime, unless they think they can charge a minority with the crime.